

OFFICE OF THE SHERIFF



COUNTY OF LOS ANGELES

HALL OF JUSTICE

ROBERT G. LUNA, SHERIFF

October 23, 2023

IAB File # IV 2558101

Ms. [redacted]
450 Bauchet Street
Los Angeles, California 90012

Dear Ms. [redacted]:

NOTIFICATION LETTER

On or about March 17, 2022, a Policy of Equality (POE) Complaint was filed on your behalf with the LASD Intake Specialist Unit, wherein you complained about workplace matters. As required by California Penal Code Section 832.7 (e)(1), "the department or agency shall provide written notification to the complaining party of the disposition of the complaint within 30 days of the disposition." This letter serves to satisfy such requirement.

Your complaint against Former Sheriff Alex Villanueva was investigated by the LASD's Equity Investigations Unit (EIU). Upon completing the investigation, the EIU forwarded the case to the County Equity Oversight Panel (CEOP). On October 17, 2023, the CEOP met to render its finding.

Upon consideration of the facts developed in the investigation, the Panel's recommended finding is as follows:

> As to Alex Villanueva the panel determined that a violation of the Department's Policy of Equality occurred, and appropriate administrative action will be taken.
>
> No other violations of the Department's policies and procedures were found.

You should be aware that Alex Villanueva has the right to grieve and/or otherwise appeal this recommended determination.

You should also be aware that, "the notification described in this subdivision shall not be conclusive or binding or admissible as evidence in any separate or subsequent action or proceeding brought before an arbitrator, court, or judge of this state or the United States," California Penal Code Section 832.7(e)(2).

Sincerely,

ROBERT G. LUNA, SHERIFF

ORIGINAL SIGNED

Ron Kopperud, Captain
Internal Affairs Bureau

SH-AD-32A (3/23)

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

"A Tradition of Service Since 1850"

DATE: October 17, 2023

FILE NO: IV 2558101

OFFICE CORRESPONDENCE

FROM: SERGIO V. ESCOBEDO
ACTING COMMANDER
PROFESSIONAL STANDARDS DIVISION

TO: COUNTY EQUITY OVERSIGHT PANEL

SUBJECT: **POSSIBLE MANUAL OF POLICY AND PROCEDURES VIOLATIONS**

The following Manual of Policy and Procedures violations relate to the allegations in this case, regarding **Alex Villanueva, Former Sheriff:**

3-01/121.10 Policy of Equality – Discrimination (Based on Gender and Ethnicity)

Disposition:
_X_ Charge founded
____ Charge unresolved
____ Charge unfounded
____ Charge exonerated

3-01/121.15 Policy of Equality – Sexual Harassment

Disposition:
____ Charge founded
____ Charge unresolved
_X_ Charge unfounded
____ Charge exonerated

3-01/121.20 Policy of Equality – Discriminatory Harassment (Based on Gender and Ethnicity)

Disposition:
_X_ Charge founded
____ Charge unresolved
____ Charge unfounded
____ Charge exonerated

3-01/121.25 Policy of Equality – Third Person Harassment (Based on Gender and Ethnicity)

Disposition:
_X_ Charge founded
_____ Charge unresolved
_____ Charge unfounded
_____ Charge exonerated

3-01/121.30 Policy of Equality – Inappropriate Conduct Toward Others (Based on Gender and Ethnicity)

Disposition:
_X_ Charge founded
_____ Charge unresolved
_____ Charge unfounded
_____ Charge exonerated

3-01/121.35 Policy of Equality – Retaliation (Based on Gender and Ethnicity)

Disposition:
_X_ Charge founded
_____ Charge unresolved
_____ Charge unfounded
_____ Charge exonerated

Discipline Assessment – Alex Villanueva, #[redacted]

Review of Applicable "Guidelines for Discipline" Section:

The Departmental "Guidelines for Discipline" (revised August 1, 2020) includes the Policy of Equality, and lists the following analogous misconduct with the associated disciplinary penalties:

CONDUCT	STANDARD DISCIPLINE
3-01/121.10 Policy of Equality – Discrimination (Based on Gender and Ethnicity)	**Five (5) Days to Discharge**

3-01/121.15 Policy of Equality – Sexual Harassment	**Five (5) Days to Discharge**
3-01/121.20 Policy of Equality – Discriminatory Harassment (Based on Gender and Ethnicity)	**Five (5) Days to Discharge**
3-01/121.25 Policy of Equality – Third Person Harassment (Based on Gender and Ethnicity)	**Written Reprimand to Discharge**
3-01/121.30 Policy of Equality – Inappropriate Conduct Toward Others (Based on National Origin and Ethnicity)	**Written Reprimand to Discharge**
3-01/121.35 Policy of Equality – Retaliation (Based on Gender and Ethnicity)	**Five (5) Days to Discharge**

Determination of Discipline:

Based upon the attached assessment of mitigating and aggravating factors, the following discipline has been determined to be appropriate. This discipline is subject to revision upon receipt of the Subject's response or grievance.

____ **Discharge**
____ **Reduction in Rank**
____ **Removal from Bonus Position**
____ **Suspension with loss of pay and benefits for ___ days with / without the option of EBD**
____ **Written Reprimand**
____ **No Discipline**

__X__ **Panel Recommends "Do Not Rehire" notation at top of file**

SVE:WB:wb

SH-AD-32A (3/23)

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

"A Tradition of Service Since 1850"

DATE: October 17, 2023
FILE NO: IV 2558101

OFFICE CORRESPONDENCE

FROM: SERGIO V. ESCOBEDO
ACTING COMMANDER
PROFESSIONAL STANDARDS
DIVISION

TO: COUNTY EQUITY
OVERSIGHT PANEL

SUBJECT: **Alex Villanueva, #[redacted]**
Former Sheriff
Office of the Sheriff
Executive Division

The County Equity Oversight Panel, consisting of Constance Komoroski, Mercedes Cruz and Roberta Yang met by teleconference on October 17, 2023. Also attending the teleconference was Department representative Chief Laura Lecrivain.

Upon consideration of the facts developed in this investigation, the Panel determined that the Manual of Policy and Procedures section 3-01/121.15 Policy of Equality – *Sexual Harassment* was **unfounded**. Sections 3-01/121.10 Policy of Equality – *Discrimination (Based on Gender and Ethnicity)*, 3-01/121.20 Policy of Equality – *Discriminatory Harassment (Based on Gender and Ethnicity)*, 3-01/121.25 Policy of Equality – *Third Person Harassment (Based on Gender and Ethnicity)*, 3-01/121.30 Policy of Equality – *Inappropriate Conduct Toward Others (Based on Gender and Ethnicity)*, and 3-01/121.35 Policy of Equality – *Retaliation (Based on Gender and Ethnicity)* were **founded**.

The County Equity Oversight Panel recommended that the Subject should receive **a "Do Not Rehire" notation at the top of their personnel file.**

SVE:WB:wb